



SEXISM



Department of Defense

HUMAN GOALS

OUR Nation was founded on the principle that the individual has infinite dignity and worth. The Department of Defense, which exists to keep the Nation secure and at peace, must always be guided by this principle. In all that we do, we must show respect for the serviceman, the servicewoman, the civilian employee, and family members, recognizing their individual needs, aspirations, and capabilities.

THE defense of the Nation requires a well-trained volunteer force, military and civilian, regular and reserve. To provide such a force, we must increase the attractiveness of a career in the Department of Defense so that service members and civilian employees will feel the highest pride in themselves, their work, their organization, and their profession.

THE ATTAINMENT OF THESE GOALS REQUIRES THAT WE STRIVE



Objective

To enhance awareness of sexism and its impact on the military. Also to discuss leadership strategies to prevent and/or eliminate sexism in the military.



Overview

- **Definition**
- **Development of Sexism**
- **Influences That Perpetuate Sexism**
- **Career Opportunities and Restrictions**
- **Factors Impacting Full Integration**
- **Strategies to Prevent and Eliminate**



Sexism

Prejudice or discrimination based on sex, especially against women; arbitrary stereotyping of social roles based on gender.

Webster's

Values

+

-

Attitudes



Prejudice

+

-

(Action)



SEXISM

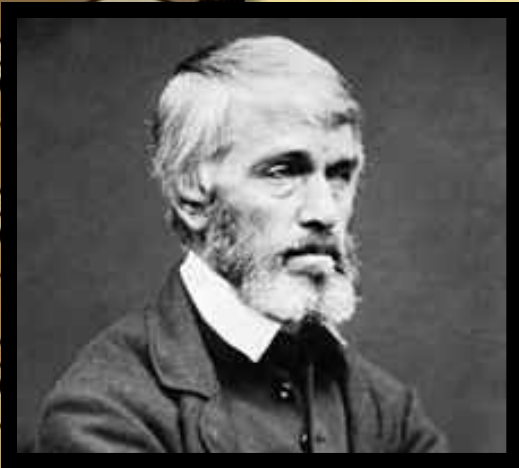


The Development of Sexism

Gender Role Socialization:

- Socialization
- Gender Roles
- Gender Typing

Influences That Perpetuate Sexism



- Historical Influences:
- Religion
- “Great Man” Theory
- The Constitution of the United States



Influences That Perpetuate Sexism

Societal Influences:

- Exclusionary Language
- Behavior
- Ability



Influences That Perpetuate Sexism

Societal Influences (cont):

- Psychology/Personality
- Ignoring, Speaking for, Clarifying, Interrupting
- Using First Names



Influences That Perpetuate Sexism

Societal Influences (cont):

- Pro-Sexism - Accommodating sexist behavior by reinforcing or encouraging it, rather than questioning, checking, or opposing it.



Influences That Perpetuate Sexism

Cultural Influences:

Men

Competitive
Controlling
Powerful


Women

Passive
Nurturing
Supportive

Career Opportunities / Restrictions

- Direct Ground Combat Rule
- Direct Ground Combat






Factors Impacting Full Integration

Stereotypes:

- Psychological
- Physical
- Pregnancy Issues
- Leadership Issues



Factors Impacting Full Integration

Familiarization:

- Sexism
- Sexual Harassment
- First Names
- Pats on Head



Factors Impacting Full Integration

Ego Defense Mechanisms:

- Rationalization
- Denial
- Blame
- Reinterpretation



Strategies to Prevent / Eliminate Sexism in the Military

Leadership Strategies:

- Self-analysis & awareness begins with self
- Ask yourself, “What behaviors do I accept in myself? In others? Why?”
- Model behavior: set the example, advocate fair treatment
- Do not exhibit sexist or pro-sexist behavior
- Work towards inclusive policies and practices



Strategies to Prevent / Eliminate Sexism in the Military

Leadership Strategies:

- Recognize and challenge inappropriate behavior
- Acknowledge and understand differences
- Do not stereotype! Deal with individual abilities and standards, not perceptions
- Support Commander's EO policies



Summary

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